

Data Analyst

Application and information pack



A message from our Founder

A very warm welcome to Oasis Restore, England's first secure school

I founded Oasis over 35 years ago, and since then we've grown to become one of the largest charities in the UK.

Oasis is a wonderful team of highly talented and deeply committed people. We work together across the country to provide education, healthcare, housing, youth, and family support, as well as countless other community building initiatives.

Day after day, this work brings me face-to-face with a stark reality: our welfare, health, education, housing, and other systems are frequently failing to meet the needs of our most vulnerable young people. As a result, many find themselves caught in a persistent loop of exclusion that defines their future and inhibits their life chances.

That's why I'm passionate about Oasis Restore. We are working in partnership with the Government, NHS England and Improvement, and a range of other partners across the charitable and public sector to bring about much needed radical change to the youth justice system. Our vision is focused on restoration rather than retribution, creating a safe environment, and taking a holistic approach to education, care, and health. This unique project is at the forefront of a long-awaited revolution in youth justice.

For the very first time, our secure school puts therapeutic, integrated, and bespoke support for children and pathways for successful transition at the heart of the youth secure estate. By doing so, we will enable young people to make different choices and lead positive, productive lives.

You will be part of a team committed to high aspirational educational outcomes. You will be a champion of restorative practice, placing relational connection at the heart of everything you do. Your work will be the driving force that enables children to transition out of Restore with the support in place for them to succeed in the next step of their journey.

This brochure will tell you more about Oasis, our vision for Oasis Restore and the teaching role.

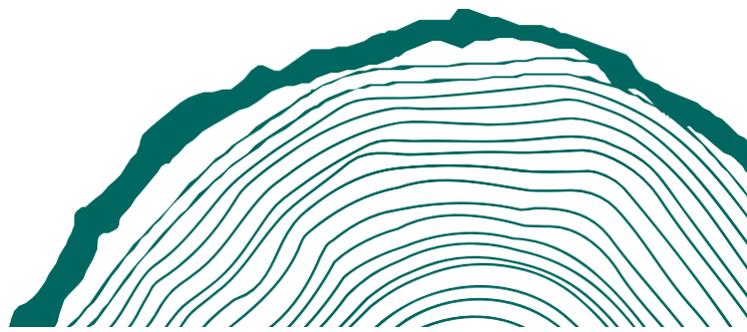
I hope that, like me, you will be inspired by the opportunities and challenges that are on offer, and you will be as keen to join us as we are to share our vision of the UK's first secure school with you.

We look forward to receiving your application.

At Oasis, we're
passionate that every
community should be a
happy, healthy place
where every person is
included and valued, and
can thrive and achieve
their full, God-given
potential.



A handwritten signature in black ink, appearing to read 'Steve Cole'.



About the role:

Oasis Restore is seeking to recruit an experienced Data Analyst for the country's first secure school. This is a career-defining opportunity to lead the analysis of data to provide proof of concept for this revolutionary approach to custody.

We are looking for a dedicated, experienced Data Analyst to develop progressive systems for the collection and analysis of data. You will have the ability to provide accurate, and reliable data captures, reporting to the leadership team, trustees and external agencies. Your analyses will be used to evaluate the impact of the work at Restore and to develop practice to ensure we achieve the highest quality standards in line with the Children's Homes Regulations and Guidance, the Social Care Common Inspection Framework and Ofsted Education Inspection framework.

As the data expert within Oasis Restore you will lead the development of innovative analytical approaches to bring together data across the school, and the integration of health, education and care. The reporting systems you develop will enable benchmarking to provide context for internal data and to evaluate the organisation against external accountability frameworks.

You will be responsible to the Director of Learning and Enrichment and report directly to the Senior Leadership Team, who are accountable for the school's outcomes and standards. Working alongside a team of specialists within education, care, and health, you will lead on all aspects of data collection and analysis. You will work closely with the NHS commissioned healthcare team, including their data analyst to enable an integrated approach to improving outcomes for the children we serve.

You will be someone is driven by innovating practice to improve wider systems, and about investing in a new policy initiative which improves the lives of children in custody. This is a unique opportunity to use your passion to contribute to the systems designed to support those often overlooked by society, whose needs have been previously unmet.

You will be at the forefront of innovation and a 'proof of concept' within the custody sector, part of a team creating a uniquely therapeutic environment and community. The role will require someone with confidence, diplomacy and resilience to develop practice under a high level of scrutiny, balanced with the exciting opportunity to influence wider system change.



About

Oasis and our Ethos

Oasis is a ground-breaking group of charities that have been pioneering models of sustainable and holistic education, supported and affordable housing and community development over the last 35 years. The Oasis vision is for community – a place where everyone is included, making a contribution, and reaching their God-given potential.

Oasis is about people, their aspirations, opportunities, education, employment and their communities – in other words, their wellbeing. We believe that things can change. Where systems leave communities disadvantaged we're bold about pioneering alternatives and trying new things. We're not satisfied with the status quo where it keeps people trapped in poverty, or constantly at risk of exclusion.

Working alongside some of the most vulnerable communities our purpose is to develop Oasis 'Hubs', which provide wide ranging and integrated services, designed to meet the breadth of human need. We seek to work in an integrated and holistic way, providing a range of mutually supporting services. We do this because we have learnt that separate, non-integrated "solutions" often fail to achieve lasting change.

High quality, trauma-informed care and an aspirational education offer are some of the critical elements of our multi-disciplinary work that serves over 60,000 children, young adults and their families.

Together, Oasis staff and volunteers aspire to:

- Understand individuals' stories and contexts to help them grow and develop
- Create safe, stimulating home and learning environments
- Believe that change is possible, no matter the starting point
- Provide bespoke learning and care with quality, compassion, and rigour to help everyone we work with to realise their full potential.

Our Ethos - Oasis is driven by the passionate belief that each human being is uniquely valuable and of equal importance. We all have something to bring, and we all need each other. We call the 'O' in Oasis our 'Circle of Inclusion'. Everyone matters. Everyone belongs. And because we're committed to inclusion, we're committed to ending inequality, injustice, and exclusion wherever and however we can.

Our work in the youth secure estate is driven by this philosophy and prevailing commitment to equality and community transformation.

Our staff not only share in our vision but are also champions of our ethos and the Oasis 9 Habits. Our ethos is made up of:

- A passion to include everyone
- A desire to treat everyone equally, respecting differences
- A commitment to healthy and open relationships
- A deep sense of hope that things can change and be transformed
- A sense of perseverance to keep going for the long haul.



The Oasis 9 Habits

Our 9 Habits are the behaviours through which we aim to reflect our ethos:



Oasis Restore: The UK's first secure school

The Ministry of Justice (MoJ) appointed Oasis to establish the UK's first secure academy trust – to be known as Oasis Restore.

Secure schools are an innovative, new model of care for young people in the youth custody estate, where the aim is to improve outcomes for children by delivering care and rehabilitation and creating 'bespoke provision for individual children that has education, healthcare and physical activity at its heart. It is a therapeutic environment in a secure setting so that children who have offended can move on to lead positive and productive lives.

Secure Academy Trusts – which are independently run charitable companies akin to the Department for Education's Academy Trusts - will run and manage secure schools. They will be funded by the Ministry of Justice and NHS England (NHSE), who are joint commissioners - using a Funding Agreement, not a commercial contract. Secure schools will deliver provision that is child-focused, integrated and values-led, with a specialised workforce. They are designed around a joint outcomes framework, working in partnership with NHSE, offering individualised care for children that establishes strong links with the community. They will be dual registered as 16-19 Academies and Secure Children's Homes, and they will be inspected as such by Ofsted and Care Quality Commission.

Oasis Restore is planned to open in early 2024 and will care for 49 children aged 12 to 18 years who are sentenced or remanded to custody by the courts.

Governance and Accountability

A new charitable company has been set up for the secure school, forming a Secure Academy Trust, according to the Ministry of Justice's requirements. A Board of Trustee Directors has been appointed by Oasis.

Oasis Restore is governed by this Board of Trustee Directors, supported by their Executive team.

The Principal Director of the school will be responsible for the outcomes and progress of the school, and the Executive and Senior Leadership team will be accountable to Oasis Restore of Trustee Directors.

The Ministry of Justice will hold Oasis Restore Trust to account for the school's overall performance and outcomes.

As outlined in the secure schools: How to apply guide, the regulator will ensure inspections are conducted in accordance with the relevant registered authority's frameworks.

About

Our Vision

At Oasis Restore, our vision is to transform the life chances of children in the criminal justice system, so that they have the opportunity to reach their full potential and be the best they can be.

Our mission is to provide a therapeutic and educational community that embeds hope, stability, and opportunity within and beyond Oasis Restore. We will do this through our three cornerstones of relationships, discovery, and community. See more [here](#).

Oasis Restore will offer a reparative opportunity to children and young people, who have become criminally involved, often because of neglect, trauma, and loss.

We recognise that our students will have been placed into Oasis Restore with restrictions to their freedom, for their own and society's safety. As with all Oasis communities, our vision for Oasis Restore is to create a place of care where every child is given an opportunity to thrive. All involved – staff as well as students – are learners and will be encouraged to take responsibility for leading their ongoing personal transformation.

Our practice will be psychologically informed through building trusting relationships with and between our young people and adults. We will be practical, effective and creative in order to celebrate individuality and we will do this in the context of treasuring the community. As we embrace this approach, we will seek to address some of the consequences of trauma and loss in our young student's lives.

Our mission, therefore, is to not just deliver an innovative education offer but also to develop a healthy sense of identity, a sense of purpose that improves our students' social cognition, emotional intelligence and to support them as they journey onwards. We recognise that most of our students will not have enjoyed the traditional classroom setting and may have a fear of education delivery that feels institutional. We know the young people we serve will exhibit behaviours characterised as dysregulated, challenging, and complex. However, we also know that none of our students come from zero; that all have inherent strengths and interests.

Our goal is to tap into their curiosity and talents to develop skills for life and learning whilst providing them with training or qualifications in areas in which they have interest. We want to focus on what is strong, not what has gone wrong. To this end, we will use enquiry and curiosity – in both structured and unstructured sessions – together with the creative arts, media, sport, and the outdoors to support our philosophy of learning.

Most importantly, from the very first day of their stay at Oasis Restore, we will work with each of our students not only to focus on their time with us but to prepare them for transition back into the community or into the wider custodial estate.

We will support them, not simply with the goal of not reoffending, but crucially, to enable them to achieve long-term wellbeing. We want our students to maintain a positive contribution to their community as well as to wider society throughout their lifetime.

Oasis Restore's Framework

Oasis Restore has a values-led, evidence-based, and bespoke approach to our practice. This is encapsulated in the Restore Framework which is designed for the specific group of children we serve and informs all that we do from our policies and processes to our structures and daily interactions.

The Restore Framework is grounded in the Oasis ethos and 9 Habits and supports whole, integrated systems. By having an inter-dependent, pan-organisation approach to our staff and systems, we encourage collaboration and enable each area of practice to bring the benefit of their learning and, together, we can deliver high quality care for our students. (Continued on next page).



Importantly, Restore's Framework is psychologically informed. This means we have used tried-and-tested knowledge of practice and psychological theory to inform our understanding of areas such as:

- How the human brain develops in childhood and adolescence
- What happens to the brain when a child has experienced trauma such as neglect, abuse, lack of loving connections or threats
- How these experiences affect children's social, and emotional development and their ability to process and retain information, learn new things, concentrate, make decisions, and problem solve in everyday life (cognitive functioning)
- The foundational role that quality, secure early attachment relationships play in the emotional development of children and functioning through their teenage years into early adulthood, and their lifelong necessity
- What this means for how we should understand, care for and work with the children at Restore, their families and communities, and how we train and support our staff to help them thrive.

Oasis Restore's leaders will be expected to model and operationalise a secure school that is based on the Oasis Restore Framework of Care.

Oasis Restore's Framework is founded on the following principles:

- R** ▶ Relationships through building trust
- E** ▶ Empowerment through providing choices and nurturing responsibility
- S** ▶ Safety through providing consistency, a secure base and community
- T** ▶ Trauma-Informed practice through creating a psychologically informed culture and systems
- O** ▶ Ownership through providing life affirming opportunities
- R** ▶ Restoration through offering support and challenge
- E** ▶ Enquiry through encouraging openness and reflection

In using these principles throughout our policies, practice, and processes in the school, we will ensure that we create an environment of high-quality care and psychological safety for our students and staff.



Who do you need to be, to thrive in this role?

As the Data Analyst at Oasis Restore you will have the unique opportunity to work with others in the leadership team to influence the delivery of the highest quality care, welfare, safety, and security, enabling children to experience trusting relationships and to achieve positive outcomes. Your leadership and practice will embody the culture and values of Oasis, prioritising restorative practice, the provision of safe and caring connection as the foundation for children's capacity for development.

As a data expert, you will devise analytical reports and dashboards to facilitate data sharing and its use to identify best practice and areas for development. You will be a role model, capable of building relationships with staff and children through a humble, honest, compassionate, and responsive interpersonal style, modelling integrity with unwavering high standards in how you serve the children we work with. You will be a champion of healthy boundaries, creating psychological safety and containment for all. You will be self-aware, reflective, persevering and will remain curious and humble, being bold enough to admit and learn from your mistakes to grow. You will be resolute in your awareness of, and commitment to, the development and celebration of the whole child, which will require collaboration across all aspects of education, health, and care in Restore.

You will benefit from being part of a new organisational structure – a Secure Academy Trust – within an accountability and governance framework that borrows from the academy sector and autonomous charitable organisations. This role is managed and supported by the Director of Education and Learning.

You will be responsible for working with the school leadership team to ensure we meet regulations and standards within Children's Homes Regulations, Care Quality Commission Standards (2015), Education Inspection Framework and Ofsted's Social Care Common Inspection Framework. Through using your experience, humility, and ability to innovate, you will support the realisation of a dual-registered Secure Academy Trust and help statutory partners to see the same.

You will provide leadership, working with all staff to develop outstanding practice in understanding performance, reporting and data analytics. You will support the arrangements creating a safe and welcoming environment for our children, staff and visitors. The role requires you to model restorative practice through every interaction with children and adults, and in so doing, to be responsible for ensuring that the Restore Framework is championed across all areas of Restore so that the home achieves successful registration, and ongoing inspection outcomes, as a Secure Children's Home.

Our Staff Offer

As a newly established subsidiary of the Oasis Charitable Trust, you enjoy the benefit of being part of a national organisation that aims to support all staff to reach their full potential and a once in a lifetime opportunity to create, develop and grow a new collaborative and innovative values-based organisation.

Oasis Restore is currently developing its long-term people offer and through this process, we have considered how we learn from Oasis-wide experience of employing multi-disciplined staff alongside the experience of our external stakeholders and partners across health and custody sectors. By virtue of this being the UK's first secure school - its unique context as an Academy Trust, and it's inter-disciplinary work - means the employment offer for Restore may be differ to other settings such as a mainstream school, an NHS trust, a community youth work in the voluntary sector or a local authority.

Our Staff Offer

Whilst much of the work we undertake will be purposeful and emotionally or spiritually rewarding, it will also involve delivering high quality, holistic care in a high-pressure environment that can be challenging. We will support all our staff through a programme of personal development, which includes line management, team meetings, small group or 1-1 clinical supervision, and fortnightly group-based reflective practice. The frequency of supervision will depend on the requirements of your role and may be monthly, fortnightly, or weekly. These opportunities allow you to make meaning and focus on children or issues, practice development, personal insight, and emotional containment.

We have a comprehensive induction and training programme for all staff. In addition, you will have regular development reviews to identify where you would benefit from support, coaching to develop your practice and ongoing training. We will make a commitment to support your wellbeing so that you can deliver the best to the young people under your care.

Our offer does its best to balance a progressive and pragmatic approach to career development, promoting staff wellbeing to ensure we retain and develop the best people, offers family-friendly employment and flexible working whilst operating 24/7 provision and taking seriously our responsibility as a public body to ensure value for money.

Benefits to Staff:

- A once in a lifetime opportunity to create, develop and grow a new collaborative and innovative values-based organisation centred on caring relationships, discovery, and community.
- A brand new site, including furniture, equipment, and software
- A mixture of one to one and group reflective practise, coaching & supervision sessions as well as regular line management.
- Experience an Appraisal policy that decouples pay and performance.
- An elected staff forum to listen to, and act on, staff feedback
- Access to a competitive defined benefit pension scheme (either the Teachers Pensions Scheme or Local Government Pension Scheme subject to individual scheme rules).
- 33 days annual leave including Bank Holidays, rising to 35 days after 2 years complete service
- Subject to meeting basic eligibility criteria, be entitled to up to 8 weeks full-pay and 18 weeks half-pay paid maternity/adoption/shared parental leave (based broadly on the NHS Employers scheme).
- Subject to meeting basic eligibility criteria be entitled to up to 3 weeks fully paid paternity leave.
- Paid time off to attend antenatal appointments (those staff who are either pregnant or whose partner is pregnant)
- Have a structured and bespoke induction training plan plus a training offer bespoke to our context leading to a level 4 qualification in the therapeutic care of adolescents.
- Receive the same offer of sick leave pay (based broadly on the length of service in the national 'Green Book' framework) from Day 1 of employment.
- Up to 5 days discretionary paid compassionate/emergency/general leave plus further discretionary unpaid leave
- Up to 4 weeks paid parental bereavement leave plus up to 5 days paid bereavement leave for the death of other specified close relatives.
- Expenses and travel costs incurred as part of the working day (as appropriate, not including travel to work)
- Access to an eye care vouchers scheme, season Ticket Loans, a cycle to work scheme and free car parking.
- We are in the process of setting up a new employee health care cash plan and employee discount scheme

How to Apply

To apply, make sure you download the Application form along with the Equal opportunities form* from our website and submit both documents to recruitment@oasisrestore.org before the below deadline.

Please email us at recruitment@oasisrestore.org to arrange a confidential phone call.

*All applications and accompanying forms should be emailed to recruitment@oasisrestore.org by **8am Wednesday 6th September 2023**. Interviews are scheduled for **Thursday 14th September 2023**.*

If you have not been invited to attend by 5pm on Friday 8th September, you should assume that your application has not been successful. Unfortunately, we will not be able to provide feedback on your application at this stage.

**The Equal Opportunities form is a voluntary part of the application process and neither completing or not completing it will have any bearing on your application with us. The Equal Opportunities Form will not be shared with anyone involved in processing your application and it will be used by the People Services team solely for the purpose of monitoring the effectiveness of our equal opportunities policy.*



Oasis
restore

A secure future for young lives

